

Ruodan Zhang

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Education

Indiana University-Bloomington

Ph.D., Public Affairs, expected June 2020.
Major Fields: Public Management, Public Policy Analysis
Minor Field: Nonprofit Management
Committee: Jill Nicholson-Crotty, Matthew Baggettta, Sean Nicholson-Crotty, Brad Fulton
Dissertation: "Three Essays on Nonprofit-Government Interactions and the Effects on Citizen Participation in the Public Sphere"

Indiana University-Bloomington

M.P.A., Policy Analysis, Nonprofit Management, May 2015.
Capstone Project: State Sustainability Index (Advisor: Diane Henshel)

The University of Hong Kong

Bachelor of Social Sciences, June 2012.
Majors: Politics and Public Administration, Philosophy
Research Internship: "Finding Partnership: a Case Study of Grameen Foundation USA's Attempt to Enter the Microfinance Industry in China"
Advisor: Helen K. Liu

Publications

Walk, M., **Zhang, R.** & Littlepage, L. (2018).
"Don't you want to stay?" The impact of training and recognition as HR practices on volunteer turnover. *Nonprofit Management & Leadership*, online first, DOI: 10.1002/nml.21344

Jung, H. & **Zhang, R.** (2017).
Impact evaluations in South Korea and China. *Asian Journal of Political Science*, 25:3, 328-349, DOI: 10.1080/02185377.2017.1373685

Non-refereed Report

Walk, M., Littlepage, L., **Zhang, R.**, Bowers, M., Harden, S., & Scott, C. (2017). *A Report on Volunteer Retention for the Boy Scouts of America, Crossroads of America Council*. Public Policy Institute, Indianapolis (IN).

Manuscript Under Review

Zhang, R. "Persistence in adversity: Why do protesters in China respond to state control differently?"

Works in Progress

Zhang, R. "Who speaks truth to power for nonprofit organizations?: The organizational choice between volunteers and paid staff in lobbying activities." —accepted for presentation at ARNOVA 2019

Zhang, R. & Brad Fulton. "Managing resources and legitimacy: The impact of leadership diversity on nonprofit survival." —accepted for presentation at Academy of Management Annual Meeting 2019; an earlier version was presented at ISTR 2018

Works in Progress

Zhang, R. & Marlene Walk. “Managing volunteer diversity.” —accepted for presentation at PMRC 2019

Zhang, R., Haohan Chen, & Jill Nicholson-Crotty. “Does government funding to public charities crowd out or crowd in volunteers?” —accepted for presentation at APSA 2019; an earlier version was presented at MPSA 2019 and ARNOVA 2018

Henshel, D., Andrew Bredeson, Bennet Brabson, Jelling Lai, & Ruodan Zhang. “The Role of Energy and Environment in State Sustainability Indices.” —presented at Western Economic Association International Conference 2017

Conference Presentations

“Managing diversity in volunteerism” with Marlene Walk. The Association of SPEA Ph.D. Students (ASPS) 19th Annual Conference. Bloomington, Indiana, February 15, 2019. Accepted for presentation at the 2019 Public Management Research Conference. Chapel Hill, North Carolina, June 14, 2019.

“Does government funding to public charities crowd out or crowd in volunteers?” with Haohan Chen, and Jill Nicholson-Crotty. The Midwest Political Science Association (MPSA) 2019 Annual Conference. Chicago, Illinois, April 6, 2019. The ASPS 19th Annual Conference. Bloomington, Indiana, February 15, 2019. The Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. Austin, Texas, November 17, 2018. Accepted for presentation at the American Political Science Association Annual Conference. Washington, D.C., August, 2019.

“Persistence in adversity: Why do protesters in China respond to state control differently?” The International Society for Third-Sector Research (ISTR) 13th International Conference. Amsterdam, the Netherlands, July 13, 2018. ARNOVA. Austin, Texas, November 16, 2018.

“Leadership diversity and organizational survival in a changing world” with Brad Fulton. ISTR 13th International Conference. Amsterdam, the Netherlands, July 12, 2018. The ASPS 18th Annual Conference. Bloomington, Indiana, February 16, 2018. Accepted for presentation at the 79th Annual Meeting of the Academy of Management. Boston, Massachusetts, August 11, 2019.

“Who survives repression? Understanding mobilization and repression of environmental protests in China.” MPSA. Chicago, Illinois, April 6, 2017.

“Mobilization and repression of environmental protests in China.” The ASPS 17th Annual Conference. Bloomington, Indiana, February 24, 2017.

“A tale of two cities—The impact of market regulation policies on technology diffusion and network dynamics” with Arthur Lin Ku. The ASPS 17th Annual Conference. Bloomington, Indiana, February 24, 2017.

“The role of energy and environment in State Sustainability Indices” with Diane Henshel, Andrew Bredeson, Bennet Brabson, and Jelling Lai. The Western Economic Association International 13th International Conference. Santiago, Chile, January 4, 2017.

“Making volunteering decisions under constraints: A contingency approach to understanding episodic volunteering.” ARNOVA. Washington, D.C., October 16, 2016.

Research Interests	Public and Nonprofit Management, Civic Participation, Volunteerism, Advocacy, Diversity, Public Policy Analysis
Teaching Interests	Public Management, Public Administration, Nonprofit Management & Leadership, Organization Theory, Statistics and Policy Analysis
Research	<p>O’Neill School, Indiana University-Bloomington Research Assistant: Brad Fulton, 2015-2017 Research Assistant: Anh Tran, 2015 Research Assistant: Haeil Jung, 2015</p> <p>Department of Politics and Public Administration, The University of Hong Kong Research Assistant: Helen K. Liu, 2011-2012 <i>Mapping Social Service Networks in Hong Kong</i></p>
Teaching	<p>O’Neill School, Indiana University-Bloomington Instructor of Record, <i>V348 Management Science</i>, Fall 2017, Spring 2018, Fall 2018, Spring 2019</p> <p>Guest Lecturer, <i>V336 Management Concepts & Applications II</i>, Fall 2017: “Introduction to the Nonprofit Sector”</p> <p>Guest Lecturer, <i>N525 Management in the Nonprofit Sector</i>, Fall 2017: “Ethics” (MPA-level)</p> <p>Teaching Assistant to Sarah Larson, <i>K300 Statistical Techniques</i> Spring 2014</p>
Professional Experience	<p>Associate, Yinzhou Women’s Federation, Ningbo, China May 2013 – July 2013</p> <p>Project Associate, Teneo Strategy (Beijing Office), Beijing, China November 2012 – January 2013 <i>Planned and coordinated the Rockefeller Foundation’s centennial event Global Health Summit “Dreaming the Future of Health for the Next 100 Years” in Beijing, China</i></p> <p>Intern, Grameen Foundation USA (Hong Kong Office) June 2011 – November 2011 <i>Participated in the translation of the “Grameen Guidelines” and the creation of China’s 1st Poverty Scorecard</i></p> <p>Intern, World Vision International (Honghe Project Office) June 2010 – July 2010</p>

Awards and Fellowships

Top 10 Reviewer Award, the Public & Nonprofit Division (PNP)
The Academy of Management, 2019

O'Neill Outstanding Teaching Award for Associate Instructor
O'Neill School, Indiana University, 2019

The Center for Social Impact Strategy Doctoral Fellow
University of Pennsylvania, 2019

Departmental conference travel grants
O'Neill School, Indiana University, 2016-present

Diversity Scholars Award, ARNOVA, 2016-2017

Summer Fellowship, O'Neill School, Indiana University–Bloomington
2016-2019

Tuition Fellowship, O'Neill School, Indiana University–Bloomington
2016-2020

Hatfield Resident Fellowship (Finalist), Portland State University, 2015

HKU Worldwide Undergraduate Student Exchange Scholarship
The University of Hong Kong (HKU), 2011

Serena Yang Award, Faculty of Social Sciences, HKU, 2010

Professional Service

Reviewer, *Nonprofit Management & Leadership*,
PNP Division of the Academy of Management 2019 Annual Meeting

Professional Development Chair, 2017/2018

Conference Committee, 2016/2017

Organizer, Acting for Presentation Workshop Series, 2017
Association of SPEA Ph.D. Students, Indiana University

Faculty Facilitator, Big Questions Program, Office of First Year Experience Programs, Indiana University, 2018

Student Representative, Strategic Planning Committee, Division of Residential Programs and Services (RPS), Indiana University, 2018-2019

Vice President, 2017-present

Treasurer, 2014-2017

Apartment & Family Student Council, Indiana University

Treasurer, Apartment Community Council, RPS, Indiana University, 2016-2017

Treasurer, Student Staff Development, RPS, Indiana University, 2016-2017

Reviewer, Grameen Foundation Fellowship Review Committee, 2013

Co-founder, Rights & Interests Committee, CSSAUD, HKU, 2010-2011

Professional Memberships	Association for Research on Nonprofit Organizations and Voluntary Action
	Public Management Research Association
	The Academy of Management
	International Society for Third-Sector Research
	American Political Science Association
	Midwest Political Science Association
	Association of Public Policy Analysis and Management
Languages and Skills	Chinese (native), Cantonese (proficient), English (proficient)
	R, Qualtrics, SAS, Stata, L ^A T _E X

References

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